



Foreign Affairs Manual

3 FAM – Personnel

Change Transmittal: PER-664

Date: January 27, 2012

3 FAM 3130 PREMIUM COMPENSATION

Changes

1. This Change Transmittal issues major revisions throughout the subchapter. More than 50 percent of the text has been changed. Major changes include:
 - **3 FAM 3132, General Rules, paragraph c:** Experts and consultants are not entitled to overtime pay under 5 U.S.C. 5542 but may qualify for premium pay. See: 5 CFR 304.106(b), (c);
 - **3 FAM 3139.1, Authority:** HR/RMA is the coordinating office for Special Differential. For USAID, OHR/PPIM is the coordinating office. Under this authority, there are two types of special differential with different requirements: One type is for certified, covered positions (see 3 FAM 3139.2) and another type is for emergency, mission-critical work (see 3 FAM 3139.3); and
 - **3 FAM 3139.3, Special Differential for Emergency or Mission-Critical Work:** This new section and its subsections apply to commissioned Foreign Service officers in grades FO-01 through FO-06 at posts abroad under conditions and circumstances outlined within the sections.
2. **Crosswalk for 3 FAM 3130:**

From Prior Issuance	To Current Issuance
3132.1, Hours of Work	3133, Overtime
3132.2, Experts and Consultants	3132, General, paragraph c
3139.2, Who Is Covered	3139.2-1, Who Is Covered
3139.3, Limitations	3139.2-2, Limitations
3139.4, Criteria for Determining Covered Positions	3139.2-3, Criteria for Determining Covered Positions and Special Differential Rates
3139.5, Rates	3139.2-3, Criteria for Determining Covered

	Positions and Special Differential Rates
3139.6, Certification and Effective Dates	3139.2-4, Certification and Effective Dates

3. If this issuance changed less than half the words, we formatted the changed text in *dark magenta italic*. If this issuance is brand new or a revision where more than half the words have changed, we did not use *dark magenta italic*. The CT line in each section shows when that section last changed.
4. Officers are reminded that Department-issued materials not codified in the Foreign Affairs Manual or its supplemental Foreign Affairs Handbook series generally have no regulatory validity (see 2 FAM 1115.2).
5. The office responsible for the material in this subchapter is the Bureau of Human Resources Office of Resource Management and Analysis (HR/RMA). Please direct questions concerning content, substance, and interpretation to this office. Administrative questions on the Foreign Affairs Manual or Handbooks can be directed to A/GIS/DIR, Office of Directives Management.

Filing Instructions for Paper Copies

1. Remove and discard old subchapter 3 FAM 3130 (CT:PER-454; 10-29-2002) and insert revised subchapter 3 FAM 3130 (CT:PER-664; 01-27-2012).
2. After inserting the material in the binder, insert this Change Transmittal immediately following the CT Checklist, then fill in the entry line for CT:PER-664, and initial.

Distribution Notice

1. The Foreign Affairs Manual and Handbooks (unclassified) official version can be found on the State Department's Intranet site.
2. All posts and offices keeping paper versions of the Foreign Affairs Manual are responsible for maintaining the FAM on a current basis (see 2 FAM 1116.5).
3. Use **KFAM** and **AINF** TAGS on **all** communications on FAM/FAH issues.